

Working Group D

1. Training Seat Losses

Standard/Alt Training Programs:

- Better integration/communications when soldiers are welcomed to the unit
- Developing sponsor teams/welcome teams - USAR unit FS managers.
- Develop an OML so people can get moved into a slot if someone cannot attend training.
- Develop multiple dates that they soldiers may be able to go to training. This way someone has multiple training dates incase something happens, they can be pulled forward to prevent losing a training seat.
- Early identification is the best way to solve the problem of training seat losses. If we identify it 90-30 days in advance, we have options. If we don't identify it till 10 days, there are no options. We need to change the mind set from we think we can save them to we need to take the loss.
- Publish school dates further out, this way people can plan life events and work around training requirements.
- Developing a UA training program to add to the UA course at Fort Knox, about how to inprocess a new soldier and how to build a relationship with your Recruiters. These policies need to be added to the UA manual, USARC Pam 600-5.

2. Vacancies

50 Mile Letter

- We need to take the time to talk to the soldiers and make sure they understand what a 50 mile letter means. 18 years olds, it will cost you just as much to get there as you will make in a weekend. Ensure they really are doing it to be in the Army. Difference if it is Prior Service who wants to get back in and is looking for a specific vacancy.
- Units need to understand if they refuse to accept anyone over 50 miles they can't come back at USAREC that they are not helping them because they are trying to put people in.
- Going back to Assign and Attach back, soldiers train with local units.
- USAREC - have USAR OPS at BN find out exactly what their policy is. USAR Ops officer communicate with Commander of TPU unit and explain to them about the pros/cons of the 50 mile letter. This avoids just blanket policies or all or none.
- RCCC does not have to follow this policy, we need them to come to these meetings so they see some of the issues created by not following the 50 mile letter policy. Units get mad at these soldiers who were put in over 50 miles and blame USAREC and decided they won't let in anyone over 50 miles anymore, however the original problem was that the soldier signed up for the unit at RCCC and they did not identify how far the soldier was from the unit.
- Who's policy is the 50 mile letter? The USAREC Messages sites the Regulation, however that USAR regulation is for TPU to TPU transfers, not NPS FS. Is it in the MEPS Regulation?
- Full time TPU personnel need to have a better understanding of the Commanders philosophy on 50 mile letter. The Commander may say yes or have situations that they allow or don't allow, but they need to make sure their personnel understand their philosophy.

Unit Specific/Unique Task

- Information in TACDBR needs to be corrected so that the physical addresses of the units are correct. Several units have higher headquarters mailing addresses input as their physical address, and it makes them need a 50 mile letter for a unit that is local.
- Units develop advertisements/informational videos/pamphlets that has people actually in their unit doing their jobs that USAREC can use to show applicants about local units in their area. Helps them get a better understanding, and they may see someone in their community and be able to then relate to the unit.
- Recruiters need to work with USAR units, get the soldiers to come with for high school visits, get them to support events with local unit assets and answer questions from students and teachers.
- Can we create a high level marketing campaign that shows more than just the infantry/war time jobs, ie - medical people in hospitals, Engineers, Cooks...all the jobs that the Army has that aren't combat arms. Appeal to a different market.

How to leverage COIs and Grassroots Leaders

- We need to come up with tasks for COIs and Grassroots. These people want to help but we don't tell them what to do, then we don't do enough follow-up to make sure it is done or see a status on it till to long down the road. Similar to these PZCs, we should do a follow-up in 6 weeks and see where we are on the issues that have been brought up. Has follow-up been done with...
- Use Grassroots leaders to do what they are good at. Business people, to get at the prior service mission, help us plan Job Fairs for our PaYs or Employer Partnership businesses specifically toward Veterans, USAR/NG Soldiers, ROTC Cadets. This will allow these COIs to use their talents to help us find the prior service people looking for jobs.
- Educators (Colleges)- Assist in getting Veterans lists, creating lists of those people who are going to college on GI Bill. Also identifying Veterans Organizations on Campuses.
- Educators (HS) - Help gain access and put together conferences for Guidance Counselors where the Army can talk about Careers and opportunities. It will help change the Army image.